

**IN THE CLAIMS**

*Please find below a listing of all of the pending claims. The status of each claim is set forth in parentheses. This listing will replace all prior versions, and listings, of claims in the present application.*

1. (Currently Amended) A system for identifying a business organization transformation opportunity for a business organization that provides a product or service, comprising:

a microprocessor configured to

receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of the business organization, wherein the first business organization function is a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources,

analyze at least one of the business organization data inputs by comparing the at least one business organization data input to at least one industry threshold value and performing one or more calculations on the at least one business organization data input and the at least one industry threshold value to determine at least one of a cost analysis, an activity analysis and a sizing analysis for the business organization function,

determine a performance matrix of the business organization based on the ~~comparison~~ analyzing of the at least one business organization data input,

model [[a]] multiple business organization transformation opportunity scenarios that include[[s]] a second state of the first business organization function, different than the first state, responsive to the analysis,

wherein the business organization transformation opportunity scenarios include is at least one of a broad-outsourcing transformation scenario, an internal transformation scenario and a mix scenario including a mix of outsourcing and internal transformation ~~scenario~~, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced, the internal transformation scenario includes internally restructuring the human resource function and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resource[s] services are not outsourced,

calculate, based on the model, a transition of the FTEs and the costs to an outsourcer ~~as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition~~ if the modeled business organization transformation opportunity scenarios were to be implemented, and

determine an effect on the performance matrix of transforming the business organization to the second state based on the model, the analyzing of the at least one business organization data input, and the calculated transition of the FTEs and the costs to an outsourcer, wherein the determined effect includes expected cost savings resulting from implementing the second state of the first business organization function when compared to the first state for each of the scenarios;

determine a suggested one of the modeled business organization transformation opportunity scenarios to implement based on the determined effect on the performance matrix for the modeled business organization transformation opportunity scenarios; and

a hardware display coupled to the microprocessor, the hardware display configured to present a user interface that includes the transition of the FTEs and costs to the outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition and includes the effect on the performance matrix.

2-4. (Canceled)

5. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to receive at least one of the plurality of business organization data inputs from a survey.

6. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to receive at least one of the plurality of business organization data inputs from an HTML survey.

7. (Previously Presented) The system of claim 1, wherein the microprocessor is configured to execute programmed code stored at a storage device.

8. (Previously Presented) The system of claim 7, wherein the programmed code is a spreadsheet executable on a spreadsheet program.

9. (Previously Presented) The system of claim 1, wherein the at least one industry threshold value includes information regarding at least one of: a number of employees desired for

performing the first business organization function, cost information, labor information transform, and technology information.

10-14. (Canceled)

15. (Currently Amended) A non-transitory computer readable storage media having processor executable instructions to:

receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of a business organization, wherein the first business organization function is a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources;

analyze at least one of the business organization data inputs by comparing the at least one business organization data input to at least one industry threshold value and performing one or more calculations on the at least one business organization data input and the at least one industry threshold value to determine at least one of a cost analysis, an activity analysis and a sizing analysis for the business organization function;

determine a performance matrix of the business organization based on the ~~comparison~~ analyzing of the at least one business organization data input;

model [[a]] multiple business organization transformation opportunity scenarios that include[[s]] a second state of the first business organization function, different than the first state, responsive to the analysis,

wherein the business organization transformation opportunity scenarios include is at least one of a broad-outsourcing transformation scenario, an internal transformation scenario and a mix scenario including a mix of outsourcing and internal transformation ~~scenario~~, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced, the internal transformation scenario includes internally restructuring the human resource function and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resource[s] services are not outsourced, calculate, based on the model, a transition of the FTEs and the costs to an outsourcer ~~as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition~~ if the modeled business organization transformation opportunity scenarios were to be implemented; [[and]]

determine an effect on the performance matrix of transforming the business organization to the second state based on the model, the analyzing of the at least one business organization data inputs, and the calculated transition of the FTEs and the costs to an outsourcer, wherein the determined effect includes expected cost savings resulting from implementing the second state of the first business organization function when compared to the first state for each of the scenarios; and

determine a suggested one of the modeled business organization transformation opportunity scenarios to implement based on the determined effect on the performance matrix for the modeled business organization transformation opportunity scenarios.

16-18. (Canceled)

19. (Previously Presented) The computer readable storage media of claim 15, wherein the at least one industry threshold value includes information regarding at least one of a number of employees desired for performing the first business organization function, cost information to transform the first state to the second state, labor information to transform the first state to the second state, and technology information to transform the first state to the second state.

20. (Currently Amended) A method of identifying a business organization transformation opportunity for a business organization that provides a product or service, the method comprising:

displaying on a display a first set of data fields corresponding to business organization data of the business organization;

receiving a plurality of business organization data inputs from a data entry terminal by a user and responsively displaying the received business organization data inputs in the first set of data fields, wherein the plurality of business organization data inputs correspond to a first state of a first business organization function of the business, and wherein the first business organization function is a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources;

analyzing, by a computer, at least one of the business organization data inputs by comparing the at least one business organization data input to at least one industry threshold value and performing one or more calculations on the at least one data input and the at least

one industry threshold value to determine at least one of a cost analysis, an activity analysis and a sizing analysis for the business organization function;

determining a performance matrix of the business organization based on the ~~comparison~~ analyzing of the at least one business organization data inputs;

automatically modeling ~~[[a]]~~ multiple business organization transformation opportunity scenarios that include~~[[s]]~~ a second state of the first business organization function, different than the first state, responsive to the analysis,

wherein the business organization transformation opportunity scenarios include is at least one of a broad-outsourcing transformation scenario, an internal transformation scenario and a mix scenario including a mix of outsourcing and internal transformation ~~scenario~~, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced, the internal transformation scenario includes internally restructuring the human resource function and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resource~~[[s]]~~ services are not outsourced, calculat~~[[e]]~~ing, based on the model, a transition of the FTEs and the costs to an outsourcer as a result of ~~implementing at least one of the broad-outsourcing scenario and the mix scenario transition~~ if the modeled business organization transformation opportunity scenarios were to be implemented;

determining an effect on the performance matrix of transforming the business organization to the second state based on the modeling, the analyzing of the at least one business organization data inputs, and the calculated transition of the FTEs and the costs to an

outsourcer, wherein the determined effect includes expected cost savings resulting from implementing the second state of the first business organization function when compared to the first state for each of the models; [[and]]

determining a suggested one of the modeled business organization transformation opportunity scenarios to implement based on the determined effect on the performance matrix for the modeled business organization transformation opportunity scenarios; and

~~displaying on the display a user interface that includes the transition of the FTEs and costs to the outsourcer as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition and includes~~ the effect on the performance matrix.

21. (Previously Presented) The method of claim 20, wherein the plurality of business organization data inputs includes at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.

22. (Canceled)

23. (Previously Presented) The method of claim 20, wherein the plurality of business organization data inputs are received from a software tool in communication with the data entry terminal.

24. (Previously Presented) The method of claim 23, wherein the software tool comprises an HTML survey.



25. (Previously Presented) The method of claim 24, wherein the software tool prompts a user for at least one of the plurality of business organization data inputs.

26. (Canceled)

27. (Previously Presented) The method of claim 20 further comprising receiving the at least one business organization data input from a database in communication with the data entry terminal.

28. (Previously Presented) The method of claim 20, wherein the plurality of business organization data inputs include a first business organization data input generated by a software tool based on information from a report regarding business organization data of the business organization.

29. (Currently Amended) The method of claim 20, ~~wherein the analyzing the at least one of the business organization data inputs in accordance with at least one industry threshold value includes comprising:~~

generating current metric information indicating a current state of the business organization; and

generating end-state summary information indicating a state of the business organization for each of the modeled business organization transformation scenarios if [[a]] the modeled business organization transformation scenario is initiated.

30. (Canceled)

31. (Currently Amended) The method of claim ~~[[30]]~~ 20, wherein:

modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a preselected upper bound of a ~~particular~~ the human resources function of the business organization;

modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-selected lower bound and the pre-selected upper bound of the ~~particular~~ human resources function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-selected lower bound of the ~~particular~~ human resources function of the business organization.

32. (Currently Amended) The method of claim 31, wherein the modeling of the ~~at least one of~~ a broad-outsourcing transformation scenario and ~~[[a]]~~ the mixed transformation scenario for the ~~particular~~ human resources function of the business organization includes outsourcing at least one sub-function of the ~~particular~~ human resources function of the business organization.

33. (Currently Amended) The method of claim 31, wherein the modeling of the ~~at least one of~~ the mixed and internal transformation scenarios includes internally restructuring at least some

of a remaining portion of the ~~particular~~ human resources function of the business organization.

34. (Currently Amended) The method of claim 33, wherein the restructuring of the ~~at least one of~~ the mixed and internal transformation scenarios for the ~~particular~~ human resources function of the business organization includes restructuring at least one sub-function of the ~~particular~~ human resources function of the business organization.

35. (Canceled)

36. (Previously Presented) The method of claim 20, wherein the first business organization function includes at least one sub-function.

37. (Currently Amended) The method of claim 36, wherein the at least one sub-function is a human resources sub-function and wherein automatically modeling the business organization transformation opportunity scenarios includes modeling information regarding at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness, human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management function.

38. (Currently Amended) The method of claim 20, wherein the expected cost savings is a cost-savings estimate for each of the modeled business organization transformation

opportunity scenarios and the method further comprising: displaying ~~[[a]]~~ the cost-savings estimate for each of the ~~corresponding to use of a~~ modeled business organization transformation opportunity scenarios.

39. (Previously Presented) The method of claim 20 further comprising: displaying alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

40. (Previously Presented) The method of claim 20, wherein the plurality of business organization data inputs includes at least one of business organization data regarding As-is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

41. (Currently Amended) The method of claim 20, wherein the cost analysis information is ~~at least one of an~~ As-Is cost analysis information, activity analysis information, and business organization sizing analysis information.

42. (Currently Amended) The method of claim 20, wherein performing one or more calculations on the at least one data input includes performing one or more calculations on the at least one data input to determine the information is at least one of a solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

43. (Canceled)

44. (Currently Amended) The method of claim 20, ~~wherein the analyzing comprises further comprising analyzing the~~ at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing a ~~particular the human resources~~ function of the business organization, cost information for transforming the ~~particular human resources~~ function, labor information for transforming the ~~particular human resources~~ function, and technology information for transforming the ~~particular human resources~~ function.

45. (Currently Amended) The method of claim 20, wherein the at least one industry threshold value comprises at least one of ~~further comprising analyzing at least one of the business organization data inputs in accordance with at least one of~~ an internal threshold value regarding information from a transformation organization performing the analysis of the business organization for transformation, and an external industry threshold value provided by an external organization specializing in providing industry thresholds.

46. (Currently Amended) The method of claim 45, wherein the at least one internal threshold value is at least one of assumptions regarding a number of employees desired for performing a ~~particular the human resources~~ function of the business organization, cost information for transforming the ~~particular human resources~~ function, labor information for transforming the

~~particular human resources~~ function, and technology information for transforming the  
~~particular human resources~~ function.

47. (Currently Amended) A non-transitory computer readable storage media having processor executable instructions to:

receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of a business organization, wherein the first business organization function is a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources;

analyze at least one of the plurality of business organization data inputs by comparing the at least one business organization data input to in accordance with at least one industry threshold value and performing one or more calculations on the at least one business organization data input and the at least one industry threshold value to determine at least one of a cost analysis, an activity analysis and a sizing analysis for the business organization function;

determine a performance matrix of the business organization based on the ~~comparison analysis of the at least one business organization data inputs, by generating at least one of:~~

~~current metric information indicating a current state of the business organization, and~~

~~end-state summary information indicating a state of the business organization if a modeled transformation scenario is initiated;~~

model [[a]] multiple business organization transformation opportunity scenarios that include[[s]] a second state of the first business organization function, different than the first state, responsive to the analysis,

wherein the business organization transformation opportunity scenarios ~~include is at least one of~~ a broad-outsourcing transformation scenario, an internal transformation scenario and a mix scenario including a mix of outsourcing and internal transformation ~~scenario~~, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced, the internal transformation scenario includes internally restructuring the human resource function and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resource[[s]] services are not outsourced,

calculate, based on the modeling, a transition of the FTEs and the costs to an outsourcer ~~as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition~~ if the modeled business organization transformation opportunity scenarios were to be implemented; [[and]]

determine an effect on the performance matrix of transforming the business organization to the second state based on the model modeling, the analysis of the at least one business organization data inputs, and the calculated transition of the FTEs and the costs to an outsourcer, wherein the determined effect includes expected cost savings resulting from implementing the second state of the first business organization function when compared to the first state; and

determine a suggested one of the modeled business organization transformation opportunity scenarios to implement based on the determined effect on the performance matrix for the modeled business organization transformation opportunity scenarios.

48. (Previously Presented) The computer readable storage media of claim 47, wherein the plurality of business organization data inputs includes at least one of current general client data, client growth rate assumptions, client human resource operating cost data, client activity analysis information, and implementation cost estimate assumptions.

49. (Previously Presented) The computer readable storage media of claim 47 having processor executable instructions to receive at least one business organization data input from a data entry terminal.

50. (Canceled)

51. (Currently Amended) The computer readable storage media of claim [[50]] 47, wherein:

the broad-outsourcing transformation scenario includes outsourcing at least a pre-selected upper bound of [[a]] the first business organization function;

the mixed transformation scenario includes outsourcing between a pre-selected lower bound and the pre-selected upper bound of the first business organization function; and

the internal transformation scenario includes outsourcing less than the pre-selected lower bound of the first business organization function.



52. (Previously Presented) The computer readable storage media of claim 51, wherein one of the broad-outsourcing transformation scenario and mixed transformation scenario includes outsourcing at least one sub-function of the first business organization function.

53. (Previously Presented) The computer readable storage media of claim 51, wherein one of the mixed transformation scenario and the internal transformation scenario includes internally restructuring at least some of a remaining portion of the first business organization function.

54. (Previously Presented) The computer readable storage media of claim 53, wherein one of the mixed transformation scenario and the internal transformation scenario includes restructuring at least one sub-function of the first business organization function.

55. (Canceled)

56. (Previously Presented) The computer readable storage media of claim 47, having processor executable instructions to model at least one sub-function of the first business organization function.

57. (Currently Amended) The computer readable storage media of claim 56, wherein ~~the first business organization function is a human resource function, and~~ the sub-function is at least one of a recruiting, time and attendance, training and development, performance management, compensation and benefits, employee relations, organization effectiveness,

human resources management, knowledge management, human resources information systems and reporting, payroll and vendor management.

58. (Canceled)

59. (Previously Presented) The computer readable storage media of claim 47 having processor executable instructions to provide alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

60. (Currently Amended) The computer readable storage media of claim 47 having processor executable instructions to implement a spreadsheet in conjunction with a spreadsheet program, and where

the spreadsheet includes: a data input field to receive the plurality of business organization data inputs,

an industry standard field to receive [[an]] the industry threshold value standard, and

a result field to receive results of the one or more calculations, ~~wherein the processor executable instructions include instructions to perform a calculation between the data input field and the industry standard field and place the calculation result at the result field and to compare information between at least one of the data input field and the industry standard field, and the result field.~~

61. (Previously Presented) The computer readable storage media of claim 47 having processor executable instructions to analyze at least one of the plurality of business

organization data inputs in accordance with information regarding at least one of a number of employees desired for performing the first business organization function, cost information for transforming the first business organization function, labor information for transforming the first business organization function, and technology information for transforming the first business organization function.

62. (Currently Amended) A non-transitory computer readable storage media having processor executable instructions to:

receive a plurality of business organization data inputs corresponding to a first state of a first business organization function of the business organization, wherein the first business organization function is a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources;

analyze at least one of the plurality of business organization data inputs in accordance with at least one industry threshold value by generating at least one of As-Is cost analysis information, activity analysis information, and business organization sizing analysis information;

model [[a]] multiple business organization transformation opportunity scenarios that include a second state of the first business organization function with respect to a particular function of the business organization responsive to the analysis, ~~wherein the business organization transformation scenario includes transforming the first state of the particular function to a second state of the particular function;~~

wherein the business organization transformation opportunity scenarios include is at least one of a broad-outsourcing transformation scenario, an internal transformation scenario and a mix scenario including a mix of outsourcing and internal transformation ~~scenario~~, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced, the internal transformation scenario includes internally restructuring the human resource function and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resource[s] services are not outsourced, calculate, based on the modeling, a transition of the FTEs and the costs to an outsourcer ~~as a result of implementing at least one of the broad-outsourcing scenario and the mix scenario transition~~ if the modeled business organization transformation opportunity scenarios were to be implemented; [[and]]

determine an effect on at least one of the As-Is cost, activity, and business organization sizing based on the modeling, the analysis of the at least one business organization data inputs, and the calculated transition of the FTEs and the costs to an outsourcer, wherein the determined effect includes expected cost savings resulting from implementing the second state of the first business organization function when compared to the first state; and, and wherein the particular function is associated with providing a product or service of a business organization

determine a suggested one of the modeled business organization transformation opportunity scenarios to implement based on the determined effect for the modeled business organization transformation opportunity scenarios.

63. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to receive at least one of business organization data regarding As-Is cost data, As-Is time data, To-Be basic data, To-Be labor sourcing data, To-Be non-labor sourcing data, To-Be outsource cost data, retained transition cost data, and retained benefits schedule data.

64. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to receive at least one business organization input from a data entry terminal.

65. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to receive at least one business organization input from a software tool in communication with a data entry terminal.

66. (Previously Presented) The computer readable storage media of claim 65 having processor executable instructions to receive at least one business organization input from an HTML survey.

67. (Previously Presented) The computer readable storage media of claim 66, wherein receiving at least one business organization input from an HTML survey includes prompting a user of the HTML survey for at least one of the business organization data inputs.

68. (Canceled)

69. (Previously Presented) The computer readable storage media of claim 65 having processor executable instructions to communicate the at least one business organization data input from the data entry terminal to a database, and to communicate the at least one business organization data input from the database to the software tool.

70. (Previously Presented) The computer readable storage media of claim 65 having processor executable instructions to:

generate a related tool report responsive to at least one business organization data input received from the data entry terminal; and  
communicate the related tool report to the software tool.

71. (Canceled)

72. (Currently Amended) The computer readable storage media of claim [[71]] 62, wherein:  
modeling the broad-outsourcing transformation scenario includes modeling the broad-outsourcing transformation scenario to outsource at least a predetermined upper bound of the ~~particular~~ human resources function of the business organization;  
modeling the mixed transformation scenario includes modeling the mixed transformation scenario to outsource between a pre-determined lower bound and the pre-determined upper bound of the ~~particular~~ human resources function of the business organization; and

modeling the internal transformation scenario includes modeling the internal transformation scenario to outsource less than the pre-determine lower bound of the ~~particular~~ human resources function of the business organization.

73. (Currently Amended) The computer readable storage media of claim 72, wherein the modeling of the ~~at least one of a~~ broad-outsourcing transformation scenario and ~~[[a]]~~ the mixed transformation scenario for the ~~particular~~ human resources function of the business organization includes outsourcing at least one sub-function of the ~~particular~~ human resources function of the business organization.

74. (Currently Amended) The computer readable storage media of claim 72, wherein the modeling of the ~~at least one of the~~ mixed and internal transformation scenarios includes internally restructuring at least some of a remaining portion of the ~~particular~~ human resources function of the business organization.

75. (Currently Amended) The computer readable storage media of claim 74, wherein the restructuring of the at least one of the mixed and internal transformation scenarios for the ~~particular~~ human resources function of the business organization includes restructuring at least one sub-function of the ~~particular~~ human resources function of the business organization.

76-78. (Canceled)

79. (Previously Presented) The computer readable storage media of claim 62 having processor executable instructions to provide alternative modeled business organization transformation opportunity scenarios responsive to the analysis.

80. (Currently Amended) The computer readable storage media of claim 62, wherein the modeling a business organization transformation opportunity scenario includes generating at least one of solution summary information, cash flow with growth information, cash flow no growth information, and pro forma summary information.

81. (Currently Amended) The computer readable storage media of claim 62 having processor executable instructions to implement a spreadsheet executed in conjunction with a spreadsheet program, and where:

the spreadsheet includes a data input field to receive the plurality of business organization data inputs,

an industry standard field to receive [[an]] the at least one industry standard value,  
and

a result field to receive the ~~wherein the processor executable instructions include instructions: to generate~~

at least one of As-is cost analysis information, the activity analysis information, and the business organization sizing analysis information ~~by performing a calculation between the data input field and the industry standard field the calculation being placed at the result field, wherein the result field corresponds to at least one of the As-Is cost analysis information, activity analysis information, and~~



~~business organization sizing analysis information, and  
to compare information between at least one of the data input field and the industry  
standard field, and the result field.~~

82. (Previously Presented) The computer readable storage media of claim 62, wherein the analyzing at least one of the plurality of business organization data inputs in accordance with at least one industry threshold value by generating at least one of As-is cost analysis information, activity analysis information, and business organization sizing analysis information, includes analyzing at least one of the business organization data inputs in accordance with information regarding at least one of a number of employees desired for performing the particular function of the business organization, cost information for transforming the particular function, labor information for transforming the particular function, and technology information for transforming the particular function.

83. (Currently Amended) A non-transitory computer readable storage media having processor executable instructions to:

receive a plurality of business organization data inputs at data fields, wherein the data fields are displayed on a user interface, and the data inputs correspond to a first state of a first business organization function of the business organization, the first business organization function being a human resources function including human resource services and the data inputs include full-time equivalents (FTEs) for employees and costs for human resources;  
determine information about the plurality of business organization data inputs by comparing the at least one business organization data input to at least one industry threshold

value and performing one or more calculations on the at least one business organization data input and the at least one industry threshold value to determine at least one of a cost analysis, an activity analysis and a sizing analysis for the business organization function;

determine a performance matrix of the business organization based on the comparison and the one or more calculations;

model ~~[[a]]~~ multiple business organization transformation opportunity scenarios that include~~[[s]]~~ a second state of the first business organization function based on the information wherein the business organization transformation opportunity scenarios include ~~is at least one of~~ a broad-outsourcing transformation scenario, an internal transformation scenario and a mix scenario including a mix of outsourcing and internal transformation ~~scenario~~, and

the broad-outsourcing transformation scenario includes a scenario whereby the human resource services are outsourced, the internal transformation scenario includes internally restructuring the human resource function and the mix scenario includes a scenario whereby at least one of the human resource services are outsourced and at least one of the human resources are not outsourced, calculate, based on the model, a transition of the FTEs and the costs to an outsourcer as a result of implementing ~~at least one of the broad-outsourcing scenario and the mix scenario transition~~ if the modeled business organization transformation opportunity scenarios were to be implemented;

determine an effect on the performance matrix of transforming the business organization to the second state based on the modeling; and

~~update the modeled transformation scenario as additional business organization data inputs are received at the data fields~~ determine a suggested one of the modeled business organization transformation opportunity scenarios to implement based on the determined effect on the performance matrix for the modeled business organization transformation opportunity scenarios.

84-86. (Canceled)